



Hamilton School District

Education for Employment Plan

Introduction

Education for Employment (E4E) was established in 1985 in response to the growing concern over the number of youth who failed to make a successful transition from school to the world of work. Wisconsin Statute 121.02 (1)(m) states that every school board shall provide access to an E4E program approved by the state superintendent. Chapter PI 26, the administrative rules for E4E, defines E4E, describes the process for developing E4E plans, and establishes performance indicators for E4E opportunities. Though recent changes in the law have adjusted the procedures for creating and revising E4E plans, continued work and development of these plans now coincides with Academic and Career Planning (ACP) of students.

CAREER READINESS MISSION/VISION

The Education for Employment Plan of the Hamilton School District (HSD) is one that identifies, coordinates, and assists with the preparation for students to be college and career ready. It helps HSD to identify what important work is already being done, identify gaps if they exist, coordinate related services, and align services within the district. As students build their Academic and Career Plans, districts are adjusting their E4E plans, in an effort to answer some essential questions about the local labor market, student and family involvement, community partnerships and engagement, support for students in their academic and career planning, and ACP implementation within school and district. The following plan is an attempt to answer some of the key questions facing schools as they work to prepare students for college and/or career readiness.

CAREER READINESS TEAM

Mark Otto - Associate Principal/Extended Learning Opportunities Coordinator
Brad Hoffmann - Templeton Middle School Principal
HHS Counseling staff

DISTRICT CAREER READINESS DATA

Hamilton School District collects and reviews data that supports students readiness for life after high school. Below are a number of metrics that we continue to track in order to support all students:

- Career and Technical Education Participants - 513
- Career and Technical Education Concentrators - 60
- Students Participating in Work Experience - 125
- Students Participating in Dual Enrollment - 10 students 23-24
- Students Participating in Career and Technical Student Organizations -
 - DECA - 118
 - HOSA - 65
 - SkillsUSA - 20

- Students Completing Industry-recognized credentials - 138 in 2022
- Number of Employer Partners - 10 business on our Industry Advisory Board
- Number of local and regional career pathways offered - 5 regional pathway maps offered

LABOR MARKET INFORMATION

Labor market information (LMI) helps our school districts develop cutting-edge Career and Technical Education programs by uncovering the skills students will need in the future. In addition, LMI can help students understand which jobs are most likely to be available and well-compensated.

According to the Waukesha County Center for Growth, Waukesha has a large manufacturing presence and is seeing growth in the areas of information technology (IT consulting and software development), health care, insurance, accounting, and hospitality. The unemployment rate remains around 3% according to the Bureau of Labor Statistics. The Waukesha County Business Alliance compiled a survey that indicated that 67% of businesses in the County report finding a skilled workforce to be the primary challenge they face when starting or growing a business. The high demand industries include: health care, information technology, construction, and manufacturing.

To access Labor Market Information for Waukesha, view these resources:

[Waukesha County 2023 Workforce](#) Profile

[DPI Regional Career Pathway Labor Market Information](#)

[Wisconsin K-12 Labor Market Information Guide](#) (2018 - 2028)

[DWD Industry Projection Reports](#) (2020 - 2030)

POSTSECONDARY EDUCATION AND WORKFORCE PREPARATION

The ACP program at Hamilton School District ensures every student is prepared for life after high school no matter what path they plan to take. This includes:

- Career and technical education provided in the school district
- Courses that provide advance placement and/or advanced standing at WCTC associate degree program upon graduation from high school.
- Early College Credit Program and Start College Now
- Postsecondary education preparation
- Youth apprenticeship or other job training and work experience
- Instruction in skills related to employment

PROFESSIONAL DEVELOPMENT FOR STAFF

The Hamilton School District is committed to supporting our entire staff to become engaged in the career readiness process. We provide the following professional development to staff:

In order to provide students with the career support and college readiness that they need, a variety of measures will be in place for all students and training to appropriate staff in order to ensure that all HSD graduates are prepared for the next phase of their life (directly to work, post-secondary institution, etc.).

List of resources:

- Staff professional development surrounding the ACP curriculum that will occur during the advisement period.
- Current study and professional development for administrators and teachers on Xello, which will serve as the online platform for students' interest development and career planning system.
- Increasing Guidance Counselor training to provide consistent student support as they have individual meetings with students to aid them in career planning. Junior conferencing will take on a new look with Xello and a student's Academic and Career Plan being one of the main focus areas.
- Method Test Prep (now Methodize) has also been added to Xello. This program allows 9th-11th grade students to participate in 20 weeks worth of test prep materials to prepare for ASPIRE testings, as well as the ACT test during their junior year.

FAMILY ENGAGEMENT

Education for Employment addresses College and Career Readiness for all students in the district. Education for Employment is intended to strengthen baseline knowledge by reaching students in a personalized manner. It should educate families about labor trends, take a student from career exploration through the career decision making process, and ultimately extend a true partnership between all teachers, each student and their families. Education for Employment embeds strands of personalized learning as well as academic career planning to better support student growth. Students research their interests and explore career clusters and pathways that align to their interests. Hamilton School District will provide rigorous academic content and a wide variety of experiences which allows students to discover and engage with their interests.

COMMUNITY PARTNERSHIPS

The School District of Hamilton is proud to collaborate with many business and community partners.

Current partnerships/connections include:

- PowerTest (ongoing partnership with student employees, hands on work experience, and publicity for the company based on sponsorship)
- Waukesha Metals (ongoing partnership with company, applied engineering partnership team member, opportunities for student tours/employment)
- Sussex IM (ongoing partnership with company, applied engineering partnership team member, opportunities for student tours/employment)
- Sharp Packaging (ongoing partnership with company, applied engineering partnership team member, opportunities for student tours/employment)
- Quad Graphics (ongoing partnership with company, applied engineering partnership team member, opportunities for student tours/employment)
- Integrity Wire EDM (ongoing partnership with company, applied engineering partnership team member, opportunities for student tours/employment)
- Milwaukee Tool (ongoing partnership with company, applied engineering partnership team member, opportunities for student tours/employment)
- Quest Engineering (ongoing partnership with company, applied engineering partnership team member, opportunities for student tours/employment)

- Bevco Engineering (ongoing partnership with company, applied engineering partnership team member, opportunities for student tours/employment)
- Church Metals (ongoing partnership with company, applied engineering partnership team member, opportunities for student tours/employment)
- Metaltek (ongoing partnership with company, applied engineering partnership team member, opportunities for student tours/employment)
- Adron (ongoing partnership with company, applied engineering partnership team member, opportunities for student tours/employment)
- Reich Tool and Die (ongoing partnership with company, applied engineering partnership team member, opportunities for student tours/employment)

ACP CURRICULUM, SUPPORT, AND SERVICES/FORMAL ACP PROCESS

Hamilton High School:

- Advisement curriculum has been rewritten so students will work with their advisor in an individualized setting to develop their academic and career plan.
- Throughout high school students have consistent contact with the Guidance Counselors to review, revise, and assess their interests, talk post high school plans, and look at potential future coursework. This is done:
 - Informally in the 9th grade through individual meetings
 - In small groups during 10th grade to discuss various career clusters and different (increased) course options during a student's junior and senior years.
 - Individual junior conference meetings to discuss the ACT, and specific post-secondary plans.
 - Small group advisement meetings during students Senior year to discuss college applications, specific post-secondary plans, and transcript procedures.

Templeton Middle School

- ACP implementation during Advisement class (2016-17 partial implementation, 2017-18 and beyond - full implementation). Curriculum under rewrite to include required academic and career planning (ACP is in the process of development and additional information on implementation will be provided at future ACP planning meetings.)
 - Xello introduction which includes career interest inventories, exploration tools, and access to mentors in careers of interest.
 - Advisement teachers will be assisting students in establishing and monitoring individual career goal
- Career Exploration Curriculum – (2016 and prior)
 - Grade 6 & 7 - Career lessons including interest inventory, career selection process
 - Grade 8 - College tour and visit – UW Madison. Students learn about all aspects of college preparation
 - All grades – All parents and students have access to individual career preparation and planning with a school counselor.

INDIVIDUALIZED ACP SUPPORT

Hamilton School district provides individualized support for all students, and specifically those students who have additional needs. Through the IEP and 504 review process, case managers, parents, students, and school support staff work to identify the goals that students have for their academics and for their college/career plans

going forward. All plans are reviewed on a yearly basis, and HS courses are selected to align with the postsecondary goals that students have. Additionally, all students, including those who are at risk of graduation or who are pursuing alternate paths to graduation, are supported in goal setting to define a plan for their future. Hamilton School District consistently looks for new ways to reach all students and support all their plans going forward.

ACCESS FOR ALL STUDENTS

If a pupil is a child with a disability, the pupil's academic and career plan shall be made available to the pupil's individual education program team. The pupil's individualized education program team may, if appropriate, take the pupil's academic and career plan into account when developing the pupil's transition services. Additionally, our district wide transition coordinator works closely with students and case managers to develop post-secondary plans for all students.

ACP SOFTWARE TOOL/CAREER READINESS TECHNOLOGY

Xello is utilized in Middle/High School as a supportive tool for students to conduct career exploration.

CURRENT PROGRESS AND FUTURE GOALS FOR IMPLEMENTATION

Continue to expand and develop career based learning for students throughout their time in the Hamilton School District.

MOST RECENT DATE OF BOARD APPROVAL

May 7, 2024